

*The actions delineated below were taken in open session of the EPSB at the August 11, 2014, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, KY 40601*

**Education Professional Standards Board (EPSB)  
Summary Minutes of the Meeting  
EPSB Offices, 100 Airport Road, 3<sup>rd</sup> Floor  
Frankfort, Kentucky**

**Call to Order**

Chair Cassandra Webb called the meeting to order at approximately 9:00 a.m. EDT.

**Roll Call**

The following Board members were present during the August 11, 2014, EPSB meeting: Brandy Beardsley, Ellen Blevins, Tolya Ellis, Allen Kennedy, Mary John O’Hair, Michael Ross, Laura Schneider, Sandy Sinclair-Curry, Shannon Treece, Cassandra Webb, David Whaley, and April Wood. Barbara Boyd, Marie McMillen, and Anthony Strong were absent.

**Board’s Mission Statement**

Chair Webb reminded the board of its mission statement by reviewing it with the Board and audience.

**Open Speak**

There were two requests for Open Speak.

Dennis Janes

Dennis Janes said he was an attorney for Carlos Quarles who is a certificate holder with the EPSB and had a waiver request for the August meeting. He stated it was his belief that Mr. Quarles was cheated by the EPSB. He further explained that in 2002, Mr. Quarles entered into an agreement with the Board to suspend his certificate for a period of time. After that agreement was signed and Mr. Quarles’ suspension was complete, the Board later adopted a policy that the certificates of those educators whose EPSB certificates had been suspended would be noted as suspended on the certificate, on the public EPSB website and limited access website forever. Mr. Janes said that his contention with the Board was whether this policy was an additional penalty; Mr. Quarles, according to Mr. Janes, could never have foreseen that penalty at the time he made the agreement in 2002. Mr. Janes said he was asking the Board on Mr. Quarles’ behalf to remove the suspension dates on Mr. Quarles’ certificate and to stop punishing him for something that happened 13 years ago so that he can compete for education jobs.

Heather Nally

Ms. Heather Nally said that she has been an educator since January 2002. According to her, teaching is her passion. She said that due to serious health issues that date back to 2007, she has not been able to complete her Master’s degree. Ms. Nally shared concerns regarding past assistance she had received with finishing her program for certification. She asked the Board to consider her extenuating circumstances and grant her waiver request to complete the final 6 hours of her Master’s program that will be completed by December 2014.

## **Approval of Consent Items**

Chair Cassandra Webb requested that Board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

### **2014-034**

*Motion made by Mr. Allen Kennedy, seconded by Ms. Ellen Blevins, to approve the following items on the consent agenda:*

Approval of June 23, 2014, EPSB Minutes

2014-15 Emergency Non-Certified School Personnel Program

Approval of Superintendent Certification Program, Bellarmine University

**Vote:** *Unanimous*

Dr. Kim Walters-Parker recognized representatives from Bellarmine University whose program was approved.

## **Report of the Executive Director**

New Cooperating Teacher Program Assistant

Mr. Robert Brown introduced Cathy Jackson as the EPSB's new Cooperating Teacher Program Assistant; she replaced Sandra Stanley who retired June 30.

Report from the Kentucky Department of Education (KDE)

Dr. Terry Holliday reported on recent events at KDE:

\* 650,000+ young, bright, and energetic students are coming back to Kentucky schools and there is lots of excitement in the air.

\* Lincoln County had great stress from a fire at its central office, but everyone has rallied around them and their technology will be running when their doors open. The Professional Growth and Evaluation System (PGES) is rolling out and the Commissioner said he appreciates the support of EPSB staff with aligning KTIP to PGES.

\* School report cards will be announced soon and it was Dr. Holliday's belief that everyone will be pleased. He said it was a very successful year, in spite of snow and ice across the Commonwealth.

Executive Director Robert Brown encouraged the Board to look at the school report cards, because they contain very valuable information. He said he will send links to the school report cards in a monthly newsletter.

Report from the Council on Postsecondary Education (CPE)

Dr. April Wood informed the Board of recent events at CPE:

\* An RFP was released in March 2014 for developmental education. The RFP was awarded to five (5) institutions: Jefferson Community and Technical College, Eastern Kentucky University, Owensboro Community & Technical College, Western Kentucky University, and Gateway Community and Technical College

\* CPE requested to extend the Core to College through June 2015. RFPs will be sent this month for any institutions that want to be part of this work.

\* CPE was awarded the College Communication grant to help catalogue professional development learning activities that are provided through Kentucky schools.

\* CPE clinical sites have finished their first year of implementation. CPE representatives have visited the sites and monitored the programs. An evaluation tool is due back to CPE by August 20, and then CPE representatives will meet in the fall to discuss these model designs.

\* The RFP for the Improving Education Quality grant – Year 13 was released May 2014, and the focus will be professional development for Common Core Standards and the Next Generation Science Standards. Proposals are due in September and awards will be announced in November.

\* Kentucky has completed its first year of professional development with the National Institute for School Leaders training (NISL) and a cohort of faculty completed the training to deliver NISL to high school principals. Three administrators from the clinical models were selected to begin training this past summer.

### Strategic Plan Update

Deputy Executive Director Jimmy Adams reviewed four updates to the strategic plan:

Goal 2, Strategy 1: Version 1 of developing an online system for school district human resource directors and superintendents to submit incidents has been completed and submitted to legal staff for review.

Goal 2, Strategy 4: Version 1 of the Legal Dashboard system has been completed and sent to legal staff for review. The next step is to get input from Board members.

Goal 4, Strategy 2: The current committee structure and continuous improvement were discussed at the July retreat.

Goal 4, Strategy 3: The continuous improvement model and tools of continuous improvement were discussed at the July 20 and 21 Board retreat.

Chair Cassandra Webb asked Executive Director Brown to bring a mechanism that will ensure the stakeholders are involved in the review of regulations with the opportunity to provide feedback.

### Draft Policy Flow Chart

Deputy Executive Director Adams briefly reviewed a draft policy flow chart which he developed from the chart notes created from the Board's Sunday, April 27, work session. He said it was open for revision and change. Dr. O'Hair asked how the issue is identified originally. Mr. Adams said that the issue is identified when it is brought to the Board or staff's attention. Individuals may bring matters to the Board's attention during Open Speak. Board comments is also a place on the agenda where Board members may bring issues to the Board. Other suggestions from the Board on revisions to the flow chart included the need to identify the source for transparency and identify critical issues. Mr. Brown stated that critical issues should be listed in the committee charter or identified by adhoc or designated committees. Dr. O'Hair said that the charter is another way to get more input from stakeholders.

### **Report of the Chair**

### Report from the Nominating Committee for Chair and Vice Chair

Dr. David Whaley thanked Ms. Tolya Ellis and Ms. Brandy Beardsley for serving on the Nominating committee. Cassandra Webb was nominated for chair. Anthony Strong and Mary John O'Hair were nominated for vice chair.

There were no further nominations on the floor for vice chair. The Board took a short break and cast their votes by ballot. Dr. Whaley announced that Mary John O'Hair was elected as vice chair. The anonymous ballot vote results were as follows: Mary John O'Hair – 7 and Anthony Strong – 6.

*Motion made by Ms. Shannon Treece, seconded by Ms. Laura Schneider, to elect David Whaley as chair Pro Tem.*

There were no further nominations on the floor for chair. Cassandra Webb was elected as chair. Chair Cassandra Webb said that she was humbled that the Board continued to allow her to serve as chair, because she knows this is a prestigious board.

### Report from the Committee to Review the Evaluation of the Executive Director Committee

There was no report from this committee.

### Review of Retreat

Chair Webb said that the retreat was a valuable time for the Board to spend together. The Board discussed committee structure, membership, and looked at how to adopt, revise, and abolish policy. She said the retreat allowed members to get to know each other and see how members' visions align.

### **Appointments**

#### Reading Committee

Chair Webb reappointed Dr. Karen Karp and Dr. Chris Cook to the Reading Committee. Chair Webb made the following appointments to the Reading Committee: Ms. Angie Madden, Ms. Deoborah Sogin, Ms. Meg Stohlmann, Ms. Elizabeth Adams, Dr. Linda Young, Ms. Kim Willhoite, Ms. Renee Boss, Dr. Lori Henderson, Ms. Norma Wheat, Dr. Alesa Walker, Dr. Debbie Haydon, Dr. Christy Petroze, Dr. Monica Magner, and Mr. Ron Chi.

#### Teacher Leader Master's Review Committee

Chair Webb made the following appointments to the Teacher Leader Master's Review committee:

Sam Evans, Beverly Keepers, Sherry Powers, Carol Ryan, Ann Larson, Shannon Treece, Blain Click, Chris Meadow, Eddie Bushelman, Andrea McNeal, Kristen Hood, Heather Lavender, and Melodie White.

### **Presentation**

#### *Responding to a Call for Change: Implementing a Clinical Apprenticeship for Preparing Teachers, Eastern Kentucky University*

Dr. Kim Naugle introduced himself as the Principal Investigator of a CPE grant to create a Clinical Apprenticeship for Preparing Teachers (CAPT). This work is supported to design innovative and sustainable clinical teacher preparation programs, improve teacher quality, and

improve P-12 student learning. ECU was one of three Kentucky universities awarded \$500,000 grant over three years and partnered with Corbin Independent. Drs. Dorie Combs, Connie Hodge, and Dusty Embury, professors at ECU, discussed the clinical model and the co-teaching experience. Whitney Allen, a student within the program, addressed how valuable the program was and what the co-teaching experience meant to her as a student. The Board said this was a very encouraging presentation. Ms. Shannon Treece said that as an educator, she believes this is the model we need to transform education into the innovative classrooms for which we are looking.

### **Information/Discussion Items**

#### Financial Report for Fiscal Year 2014

Mr. Adams reviewed the FY 2014 EPSB financial report. He said the agency spent 95.6% of its budget and the agency was able to shift some expenses from restricted to general funds.

#### 2013-14 New Teacher Survey

Ms. Donna Brockman, the Professional Learning and Assessment (PLA) Division Director, and Ashley Wink, a Program Consultant for PLA, gave a report on the 2013-2014 New Teacher Survey. Ms. Brockman said that the New Teacher Survey is administered to student teachers, cooperating teachers, interns, and resource teachers every-other-year in the fall and the spring for the purpose of gathering perception data on how new teachers and supervising teachers rank the new teachers preparedness to teach in Kentucky schools. She said a new vendor, Panorama, conducted the survey this year. All reports will be on the EPSB website.

The overall response rate was 39% which is a higher percentage than in the past. She said the top five (5) areas for improvement from the survey were student assessment, closing the achievement gap, students with disabilities, classroom management techniques, and differentiated instruction. Dr. O'Hair asked if principals were included in the survey. Ms. Brockman said that principals were not included in the survey this year because of the confusion from principals on how to answer the survey. Principals may have several student teachers, and therefore, are unsure if they should answer the survey broadly or answer it based on each individual student teacher experience. Ms. O'Hair asked if data may be disaggregated by each institution so the institution can determine its strengths and weaknesses for improvement. Ms. Brockman said each institution will receive a report on its survey results and have access to survey comments. Dr. O'Hair asked if institutions may receive the raw data so they may disaggregate the data by program. Ms. Brockman said the raw data for institutions is not able to be broken down into programs, but in the future those questions may be added.

#### 16 KAR 5:060. Literacy Preparation for Teachers of Middle and High School Students, Amendment, Notice of Intent

Educator Preparation Division Director Kim Walters-Parker was joined by Dr. Dorie Combs, a professor at Eastern Kentucky University, who explained the proposed literacy regulation for Board adoption as a result of one of the Literacy Preparation Advisory Committee's recommendations. Chair Webb asked if there is flexibility in the proposed regulation to allow universities to embed literacy into the current courses without adding a course. Dr. Walters-Parker stated that flexibility for universities was addressed in the proposed regulation. Institutions or other stakeholders may send their questions or feedback on the proposed regulation to Dr. Kim Walters-Parker.

## **Action Items**

### 16 KAR 2:120. Emergency Certification and Out-of-Field Teaching, Amendment, Final Action

#### **2014-035**

*Motion made by Mr. Michael Ross, seconded by Dr. David Whaley, to approve the amendment to 16 KAR 2:120.*

**Vote:** *Unanimous*

#### Charter for Teacher Leader Master's Review Committee

Dr. Kim Walters-Parker said that the Board asked for a committee to be organized to conduct a review of the teacher leader master's programs and their impact. A proposed charter for this was presented to the Board by Dr. Walters-Parker. The five (5) proposed objectives for the Teacher Leader Master's Review Committee were as follows:

1. Review regulatory requirements for the teacher leader master's program.
2. Work with experts in survey methods to develop and administer a survey instrument to gather feedback from teacher leader master's program completers.
3. Analyze the outcomes of the survey.
4. Examine enrollment trend data.
5. Work with EPSB staff to connect the outcomes of the teacher leader master's programs and the impact of those programs on student learning/closing the achievement gap.

Dr. Walters-Parker said the fifth objective is aspirational, assuming that staff can gather the data.

Dr. Mary John O'Hair said she wanted to broaden the purpose of the committee. The proposed purpose was as follows: *To review implementation of the redesigned teacher leader master's programs to ensure all programs continue to meet the requirements of 16 KAR 5:010.* Dr. O'Hair said she would like the purpose to be stated as follows: *To review the original intent, implementation, and outcomes of the overall redesigned teacher leaders master's program.* Dr. O'Hair also stated that she wanted to list under the scope of operations in the charter that the committee have the freedom and resources to accomplish the purpose as outlined above. The committee could expand the scope if that is the desire of the committee. Dr. Walters-Parker stated that it is important for charters to give guidance and not be restrictive as long as the work remains within the scope of operation.

#### **2014-036**

*Motion made by Ms. Brandy Beardsley, seconded by Ms. Sandy Sinclair-Curry, to accept the proposed charter of the Teacher Leader Master's Review Committee.*

**Vote:** *Unanimous*

#### Accreditation of the Educator Preparation Unit and Approval of Programs, Brescia University

#### **2014-037**

#### **Issue One: Unit Accreditation**

*Motion made by Ms. Blevins, seconded by Ms. Beardsley, to accept the recommendation of the AAC and grant accreditation with probation for Brescia University.*

**Vote:** *Unanimous*

**2014-038**

**Issue Two: Program Approval**

*Motion made by Dr. Mary John O'Hair, seconded by Ms. Tolya Ellis, to accept the recommendation of the AAC and grant approval with conditions for the initial and advanced level educator preparation programs for Brescia University.*

**Vote:** *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, Georgetown College

**2014-039**

**Issue One: Unit Accreditation**

*Motion made by Dr. Whaley, seconded by Dr. O'Hair, to accept the recommendation of the AAC and grant accreditation for Georgetown College.*

**Vote:** *Unanimous*

**2014-040**

**Issue Two: Program Approval**

*Motion made by Ms. Beardsley, seconded by Ms. Schneider, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Georgetown College.*

**Vote:** *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, Kentucky State University

**2014-041**

**Issue One: Unit Accreditation**

*Motion made by Dr. Whaley, seconded by Ms. Blevins, to accept the recommendation of the AAC and grant accreditation for Kentucky State University.*

**Vote:** *Unanimous*

**2014-042**

**Issue Two: Program Approval**

*Motion made by Ms. Schneider, seconded by Dr. Whaley, to accept the recommendation of the AAC and grant approval for the initial level educator preparation programs at Kentucky State University.*

**Vote:** *Unanimous*

Operation of Option 6 Program, University of the Cumberlands

**2014-043**

**Issue One: Accreditation**

*Motion made by Ms. Sinclair-Curry, seconded by Mr. Kennedy, to accept the recommendation of the AAC and grant accreditation for the University of the Cumberlands.*

**Vote:** *Unanimous*

**2014-044**

**Issue Two: Unit Accreditation**

*Motion made by Mr. Kennedy, seconded by Ms. Sinclair-Curry, to accept the recommendation of the AAC and grant approval for the Option 6 programs and to accept the AAC recommendation for a follow-up report from the University of the Cumberlands in six months.*

**Vote:** *Unanimous*

Dr. Mary John O'Hair asked about leadership sustainability and the sustainability of the improvements to the University of Cumberlands program. Dr. Barbara Kennedy, Interim Dean at the University of the Cumberlands, said that the University of the Cumberlands took this investigation very seriously and used it as momentum to make many substantial changes in the way the university conducts its Option 6 program. These changes also carried over into the entire unit. The university focused on personnel and its process and systems and created a state-of-the-art data system. A four-day retreat with adjunct faculty was recently completed in which the university worked with the faculty on curriculum alignment and mapping, online teaching strategies and best practices and research. The university also just hired a research and development faculty member from the USDOE. She said the Board will see at the university's six (6) month progress report that the program was sustained. Dr. Kennedy also said that a new structure was developed in leadership at the university. In addition to chairs, the university added an associate dean, and Dr. Debbie Daniels as dean. A leadership team was also created with multiple teams and committees to support leadership. She noted it has been a remarkable experience.

Ms. Judy Conrad, the chair of the AAC, thanked EPSB staff for their work and recognized Dr. Susan Compton and Dr. Zella Wells, whom she said have been outstanding contributors to the AAC. Mr. Brown thanked Ms. Conrad for her leadership in this hard work.

**Kentucky Teacher Internship Program (KTIP) Appeals**

**2014-045**

**Shaina Geron**

*Motion made by Ms. Blevins, seconded by Ms. Treece, to accept the appeal committee's recommendation that the decision of unsuccessful by the intern committee is upheld. Another Statement of Eligibility shall be issued to the intern, unless the intern has exhausted the two (2) year provision for participation in the Kentucky Teacher Internship Program, or the period of validity for the Statement of Eligibility has expired pursuant to 16 KAR 7:010, Section 10.*

**Vote:** *Unanimous*

**2014-046**

**Denise Jett**



*Motion made by Ms. Schneider, seconded by Ms. Ellis, to accept the appeal committee's recommendation that the decision of unsuccessful by the intern committee is upheld. Another Statement of Eligibility shall be issued to the intern, unless the intern has exhausted the two (2) year provision for participation in the Kentucky Teacher Internship Program, or the period of validity for the Statement of Eligibility has expired pursuant to 16 KAR 7:010, Section 10.*

**Vote:** Unanimous

**2014-047**

**Suzanne Sponsler**

*Motion made by Ms. Blevins, seconded by Ms. Schneider, to accept the appeal committee's recommendation that the decision of unsuccessful by the intern committee is upheld. Another Statement of Eligibility shall be issued to the intern, unless the intern has exhausted the two (2) year provision for participation in the Kentucky Teacher Internship Program, or the period of validity for the Statement of Eligibility has expired pursuant to 16 KAR 7:010, Section 10.*

**Vote:** Unanimous

**2014-048**

**Radhika Jyothiswara**

*Motion made by Mr. Ross, seconded by Ms. Blevins, to accept the appeal committee's recommendation that the decision of unsuccessful by the intern committee is not upheld. The Division of Certification shall issue the appropriate certificate to the teacher intern pursuant to 16 KAR 7:010 Section 9(5).*

**Vote:** Unanimous

**2014-049**

**Heather Hoover**

*Motion made by Ms. Blevins, seconded by Ms. Sinclair-Curry, to accept the appeal committee's recommendation that procedural error(s) by the intern committee makes it impossible to determine if the intern was, in fact, unsuccessful. The internship should be nullified and the intern allowed to repeat the internship without penalty.*

**Vote:** Unanimous

**Waivers**

16 KAR 7:010. Request to Waive Language Pertaining to the Kentucky Teacher Internship Program (KTIP)

**2014-050**

*Motion made by Ms. Sinclair-Curry, seconded by Ms. Schneider, to accept the waiver which will allow pilot districts to use tasks and scoring rubrics based on the Danielson Framework required in the Teacher Professional Growth and Effectiveness System (TPGES) in lieu of the current performance tasks and intern performance record (IPR) of KTIP identified in 16 KAR 7:010.*

**Vote:** Unanimous

16 KAR 2:010. Request for Extension to Complete Master's Degree, Ms. Heather Nally

The Board asked some procedural questions about the nature of Ms. Nally's request so Ms. Nally was asked to the table. Ms. Nally provided the requested information to the Board.

**2014-051**

*Motion made by Ms. Blevins, seconded by Mr. Kennedy, to approve the waiver request for Ms. Heather Nally.*

**Vote:** *Unanimous*

16 KAR 2:010. Request for Extension to Complete Master's Degree, Ms. Tracie Little

**2014-052**

*Motion made by Mr. Blevins, seconded by Ms. Schneider, to approve the waiver request for Tracie Little.*

**Vote:** *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Range Requirements, Bell County

**2014-053**

*Motion made by Ms. Treece, seconded by Ms. Blevins, to approve the waiver request for the identified teachers in Bell County.*

**Vote:** *Unanimous*

Request for Waiver of the Board's Decision to Notate Periods of Suspension and/or Revocations on Certificates When Reissued, Mr. Carlos Quarles

Board discussion ensued. Some Board members said their concern was that Mr. Quarles entered into an agreement with the Board prior to the 2004 Board decision to notate suspensions on certificates. Board attorney Angela Evans stated that the 2004 Board decision is not an additional penalty; it's a way to disseminate information, according to Ms. Evans. She said agreed orders do not include a provision for individuals to agree that their suspension be placed on their certificate. Other Board members were concerned with approving the request based upon the nature of the reason for Mr. Quarles suspension, along with his other recent case history. The Board will be discussing notations on certificates along with other disciplinary matters at the October EPSB meeting.

**2014-054**

*Motion made by Ms. Blevins, seconded by Mr. Ross, to approve the waiver request for Mr. Carlos Quarles.*

**Vote:** *Yes (Ellen Blevins, Laura Schneider, Mike Ross, Shannon Treece, Cassandra Webb)*

*No (Mary John O'Hair, Allen Kennedy, April Wood, David Whaley, Sandy Sinclair-Curry, Brandy Beardsley, Tolya Ellis)*

*Motion did not pass.*

Request for Waiver of the Board's Decision to Notate Periods of Suspension and/or Revocations on Certificates When Reissued, Ms. Kelly Harrod

Board discussion ensued. Some Board members said they felt that placing notations on certificates indefinitely was continuing part of a punishment on individuals. Districts that need to see suspensions and revocations on certificates have access to that information on the private EPSB website.

**2014-055**

*Motion made by Mr. Ross, seconded by Ms. Schneider, to approve the waiver request for Ms. Kelly Harrod.*

**Vote:** *Yes: (Ellen Blevins, Laura Schneider, Mike Ross, Shannon Treece, Cassandra Webb)*

*No: (Mary John O'Hair, Allen Kennedy, April Wood, David Whaley, Sandy Sinclair-Curry, Brandy Beardsley, Tolya Ellis)*

*Abstain: Mary John O'Hair*

*Motion did not pass.*

16 KAR 6:010. Request to Waive Language Requiring an Individual to Successfully Complete the Praxis II Middle School Science (0439)

**2014-056**

*Motion made by Mr. Ross, seconded by Ms. Beardsley, to approve the waiver request.*

**Vote:** *Unanimous*

**Board Comments**

The Board discussed again bringing back the notations on certificates discussion for October. Ms. Laura Schneider asked if a presentation can be given to the Board on PGES training so the Board is aware of training across the state.

**DISCIPLINARY MATTERS:  
MINUTES OF CASE REVIEW  
August 11, 2014**

*Motion made by Ms. Sandra Sinclair-Curry, seconded by Ms. Ellen Blevins, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).*

**Vote:** *Unanimous*

*Motion made by Mr. Allen Kennedy, seconded by Ms. Sandra Sinclair-Curry, to return to open session.*

**Vote:** *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Cassandra Webb, Michael Ross, Ellen Blevins, David Whaley, Brandy Beardsley, Laura Schneider, Tolya Ellis, Allen Kennedy, Sandra Sinclair-Curry, and Shannon Treece.

Attorneys present were Alicia A. Sneed, Cassandra Trueblood, Whitney Crowe, Gary Stephens, and Angela Evans.

**Initial Case Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
1403199	Hear
1405255	Hear
1405260	Hear
1405282	Defer for training
1405351	Defer for training
1405293	Defer for training
1405335	Defer for training
1405347	Admonish
1405276	Hear
1405289	Defer for training
1404236	Hear
1406368	Hear
1405270	Hear
1405245	Admonish
1405243	Admonish
1405253	Defer
1405301	Defer for training
1405287	Hear ( <i>Ms. Blevins dissented</i> )
1405247	Hear
1405295	Hear
1406358	Hear
1406362	Defer for training
1405278	Hear
140289	Admonish
140291	Hear
1405297	Hear
1405251	Hear ( <i>Ms. Sinclair-Curry recused</i> )
1405349	Hear
1404229	Hear
1405303	Hear
1406364	Hear
1403197	Hear
1403187	Defer
140233	Dismiss

1405266	Hear
1405280	Hear
1405268	Defer
1405299	Defer for training
1002122	Dismiss
1403147	Hear
1405264	Dismiss
1107534	Dismiss
1010586	Dismiss
14017	Dismiss
1209542	Dismiss
1407429	Hear

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
14571	Approve
14688	Approve
14735	Approve
14754	Approve
14749	Deny
14795	Deny
14820	Deny
14822	Approve
14733	Defer
14580	Approve
14579	Defer
14655	Approve
14623	Approve
14647	Approve
14598	Approve
14662	Approve
14521	Approve
14555	Approve
14672	Approve
14681	Approve
14670	Approve
14708	Approve
14705	Approve
14727	Approve
14726	Approve
14753	Approve
14506	Approve
14768	Approve
14789	Approve

14805	Approve
14813	Approve
14810	Approve
14706	Deny
14536	Approve

### **Agreed Orders**

#### **Case Number**

#### **Decision**

1304269 (Kevin Stull)

Accept Agreed Order admonishing Respondent for violating the *Administration Code for Kentucky's Educational Assessment Program*. The Board reminds Respondent that he has a duty to follow all administrative procedures related to student testing for the well-being of the students and for the integrity of the testing process. The Board will tolerate no further acts of misconduct by Respondent. Additionally, Respondent shall provide written proof to the Board, on or before May 1, 2015, that he has received six (6) hours of ethics training. Should Respondent violate this condition, his certificate shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Respondent.

**Vote:** *Unanimous*

1112918 (Amy Noles)

Accept Agreed Order revoking Respondent's certificate for a period of five (5) years beginning June 1, 2012. Respondent shall surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601. In addition to any educational and testing requirements, reissuance of a certificate to Respondent after the five (5) year revocation period is conditioned upon the following:

1. Respondent must provide written proof that she has completed twelve (12) hours of Board approved professional development/training in the areas of ethics and student/teacher boundaries. Any cost for this training shall be paid by Respondent. Respondent will not be issued a certificate if she does not provide proof of this training.
2. Respondent must provide written proof that she has completed all requirements of Graves Circuit Court Case No. 12-CR-00080. Respondent will not be issued a

certificate if she does not provide proof of completion of the requirements.

**Vote:** *Unanimous*

1211686 (Rita Rector)

Accept Agreed Order admonishing Respondent for violation of SBDM laws. As an administrator, Respondent has a duty to be aware of and follow all SBDM council laws. Respondent failed in this duty when she continually violated these laws. The Board will tolerate no further acts of misconduct by Respondent.

Respondent shall provide written proof to the Board, by May 1, 2015, that she has completed twelve (12) hours of training focused on the duties and authority of the local board of education; the duties and authority of the school council and her role as principal in interacting with both groups. Should Respondent violate this condition, her certificate shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Respondent.

**Vote:** 8-2 (*Ms. Schneider and Dr. Whaley dissented*)

1304262 (Jennifer Knight)

Accept Agreed Order admonishing Respondent for failing to follow the administrative procedures related to student testing. Strict compliance with the *Administration Code for Kentucky's Educational Assessment Program* ensures the well-being of the students and the integrity of the testing process are maintained. The Board will not tolerate any further violations of testing procedures by Respondent. On or before January 1, 2015, Respondent shall provide written proof to the Board that she has successfully completed three (3) hours of Administration Code training, as approved by the Board, as well as twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

**Vote:** *Unanimous*

0906417 (Steven Skees)

Accept Agreed Order which states that Respondent shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or meeting the requirements for issuance for alternative certificate under KRS 161.048. Respondent shall not be eligible for an emergency teaching certificate or emergency substitute certificate until he has been issued either a statement of eligibility or a temporary provisional certificate.

Additionally, at the time of application for certification, Respondent shall submit proof that he has completed the following conditions:

1. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of educator ethics as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, he will not be issued a certificate until proof of completion has been received by the Board;
2. Respondent shall provide proof that he has been assessed by Kentucky state licensed anger management counselor and completed any recommended counseling or training in anger management or stress management. Any expense for the counseling or training shall be paid by Respondent. If Respondent fails to satisfy this condition, he will not be issued a certificate until proof of completion has been received by the Board; and
3. Respondent shall provide, in addition to any criminal background reports required for certification, a copy of his criminal background check from the Administrative Office of the Courts (AOC) dated within a month of the date of his application is submitted to the Board. Respondent shall have no pending charges, any pending sentences of probation or diversion, or any convictions within prior five (5) years of the date his application is submitted to the Board. Failure to meet any of these conditions will result in a denial of the application for certification.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1209579 (Traci Ray)

Accept Agreed Order in which Respondent voluntarily surrenders the following certifications issued to her certificate:



Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2  
Statement of Eligibility for Provisional Certificate for Instructional Leadership – Principal, All Grades, Level 2  
Respondent may continue to renew and maintain her Professional Certificate for Instructional Leadership Supervisor of Instruction, Level 2; however, she shall neither apply for, nor be issued, any additional administrative certifications in the Commonwealth of Kentucky at any time in the future.  
Respondent shall surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1303177 (Lori Wells)

Accept Agreed Order subjecting any certificate issued to Respondent to the following probationary conditions:

1. On or before November 1, 2014, Respondent shall provide written evidence to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as a teacher, is not a danger to herself or others, and is compliant with all treatment recommendations. The financial cost of any evaluation, treatment, and/or reports is to be paid by Respondent. Should Respondent fail to satisfy this condition by November 1, 2014, her certificate shall be automatically suspended until such condition is satisfied.
2. At the Board's request, Respondent shall sign a release of information with the evaluating psychiatrist and/or mental health professional and subsequent treatment providers allowing the Board to review her evaluation and treatment records. Should Respondent fail to satisfy this condition upon the Board's request, her certificate shall be automatically suspended until such condition is satisfied.
3. On or before November 1, 2014, Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process and is compliant with any and all treatment recommendations. Should Respondent fail to satisfy this condition by November 1, 2014, her certificate

shall be automatically suspended until such condition is satisfied.

4. On or before July 1, 2015, Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of educator ethics professional development or training, with a focus on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Should Respondent fail to satisfy this condition by November 1, 2015, her certificate shall be automatically suspended until such condition is satisfied.

5. Respondent shall not receive any disciplinary action involving neglect of duty from any school district in which she is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process, including any appeal therefrom. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1303211 (Phillip Harned)

Accept Agreed Order suspending Respondent's administrative certificate for a period of two (2) years. Respondent shall be prohibited from applying for any additional administrative certificates during the two (2) year period. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Prior to reinstatement of Respondent's administrative certificate, Respondent shall complete the following reinstatement conditions:

1. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of educator ethics, with a focus on the Professional Code of Ethics for Kentucky Certified Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent;

2. Respondent shall provide written proof to the Board that he has completed professional development/training in the area of professionalism and successful leadership, as approved by the Board. Any expense incurred for said training shall be paid by Respondent; and

3. Respondent shall provide written proof that he has received professional development/training in the area of sexual harassment awareness, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

If Respondent fails to satisfy these conditions prior to the conclusion of the two (2) year suspension period, his administrative certificate shall not be reinstated until Respondent completes the required training and provides the appropriate written proof to the Board.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1211669 (Darryl Watson)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. As an educator, Respondent has a duty to create and maintain a classroom environment that is conducive to learning and appropriate to the maturity and interests of the students. Respondent violated this duty by having inappropriate conversations with students.

Respondent shall also refrain from taking students off campus without proper authorization.

Respondent has provided proof that he has completed 19 hours of professional development related to this incident.

The training includes three (3) hours of Cultural Competence Awareness, four (4) hours of Classroom Management Training, three (3) hours in Social Skills: Relating to Your Students' Needs, and three (3) hours of Diversity Training.

**Vote:** *Unanimous*

14381 (Melissa Pedron)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive

alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that she has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

**Vote:** *Unanimous*

1310727 (John Jagers)

Accept Agreed Order suspending Respondent's certificate

for a period of thirty (30) days beginning June 15, 2014. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

Additionally, Respondent must provide written proof that he has completed twelve (12) hours of Board approved professional development/training in the area of educator ethics, including a component on the appropriate use of technology, no later than May 1, 2015. Any expense incurred for the training shall be paid by Respondent. Failure to comply with the training requirements by May 1, 2015 will result in an automatic suspension of Respondent's teaching certificate and it will remain suspended until he completes the requirements contained in this Agreed Order.

***Vote: Unanimous***

1306391 (Elizabeth Gust)

Accept Agreed Order revoking Respondent's certificate. Respondent shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of her lifetime.

***Vote: Unanimous***

140119 (Ashley Madden)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is dangerous, and this type of behavior sets a horrible example for students. The Board will not tolerate any further incidents of misconduct by Respondent. On or before September 1, 2014, Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as approved by the Board and shall present written evidence to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. If Respondent is not able to complete all treatment recommendations on or before September 1, 2014, she shall submit quarterly

written progress reports from her chemical dependency counselor until such time as the counselor releases her from treatment. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent. Failure to fulfill this requirement will result in an automatic suspension of Respondent's teaching certificate, and it will remain suspended until she is in compliance with the terms of the Agreed Order.

**Vote:** *Unanimous*

14170 (Holly Bayko)

Accept Agreed Order which states that Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate and upon providing proof that she has complied with the following conditions:

1. Respondent shall provide written proof to the Board that she has fulfilled all the terms of the probation she entered into on March 18, 2014 in resolution of Scott District Court Case Number 14-M-00108.

2. Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board, on teacher ethics. Any expense for the training shall be paid by Respondent.

3. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall provide written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. Any expense for the assessment, treatment, and/or written report(s) shall be paid by Respondent.

In order to maintain or obtain any certificate in the future, Respondent shall comply with the following:

1. Respondent shall immediately submit to any random drug testing requested by the Board and shall have no positive drug tests. Any expense for the drug testing shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. Failure to comply with this condition

will result in Respondent's certificate being automatically suspended for further action by the Board.

3. Respondent shall submit a current national and state criminal background check to the Board with any application for renewal of her certification(s) and/or for additional certification(s). Any expense for the criminal background check(s) shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

Respondent is aware that should she violate KRS 161.120, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1311769 (Blair Winders)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1407429 (Randall Fryman)

Accept Agreed in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

### **Recommended Order**

#### **Case Number**

#### **Decision**

07-0111 (Orion Bazzell)      Accept the Hearing Officer's Recommended Order of Default and Permanently Revoke Respondent's certificate.

**Vote:** *Unanimous*

*Motion made by Ms. Sinclair-Curry, seconded by Mr. Kennedy, to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 2:35 p.m.

**Next Meeting:**      **October 13, 2014**  
                             **9:00 AM**  
                             **EPSB Board Room**  
                             **Frankfort, Kentucky**